

Alignment of Human Capital Initiative and Goals

Alignment with Mission and Goals:

1. Strategic Alignment (OPM Human Capital Scorecard)
2. Human Capital Strategies will be linked to organizational mission, core values, goals and objectives (President's Management Agenda)
3. Aligning Human Capital Strategies of agencies with the mission, goals and organizational objectives of those agencies (Homeland Security)
4. Align Performance Management Systems – Link Organizational & Individual Performance (DoED OneED Report)
5. Agency human capital strategy is aligned with the mission, goals and organizational objectives (Executive Branch Management Scorecard)

Competency/Skill Development

1. Strategic Competencies {talent} (OPM Human Capital Scorecard)
2. Correct skill imbalances and provide other tools to recruit, retrain and reward a high-quality workforce (President's Management Agenda)
3. Close skill gaps in mission critical occupations (Homeland Security)
4. Close Critical Skill Gaps (DoED OneED Report)
5. No skill gaps/deficiencies exist in mission-critical occupations (Executive Branch Management Scorecard)

High Performing Workforce:

1. Performance Culture – Strategic Awareness (OPM Human Capital Scorecard)
2. Agencies will use strategic workforce planning and flexible tools to recruit. Retrain and reward employees and develop a high-performance workforce/Agencies will build, sustain and effectively deploy the skilled, knowledgeable, diverse and high performing workforce needed to meet the current and emerging needs of government and its citizens (President's Management Agenda)
3. Sustaining a culture that cultivates and develops a high-performing workforce (Homeland Security)
4. Align Performance Management Systems (DoED OneED Report)
5. Agency sustains a high performing workforce that is continuously improving in productivity/ Agency differentiates between high and low performers through appropriate incentives and rewards (Executive Branch Management Scorecard)

Knowledge Management/Succession Planning:

1. Learning {Knowledge Management} (OPM Human Capital Scorecard)
2. The Administration will adopt information technology systems to capture some of the knowledge and skills of retiring employees (President's Management Agenda)
3. Developing and implementing a knowledge management strategy supported by appropriate investment in training and technology (Homeland Security)
4. Implements effective succession plans (Executive Branch Management Scorecard)

Leadership:

1. Leadership (OPM Human Capital Scorecard)
2. Leadership Development (President's Management Agenda)
3. Leadership (Homeland Security)
4. Focus on Leaders (DoED OneED Report)

Competitive Sourcing:

1. Agencies will determine their core competencies and determine whether to build internal capacity or contract for services from the private sector (President's Management Agenda)
2. Changes in agency skill mix and organizational structure reflect increased emphasis on e government and competitive sourcing (Executive Branch Management Scorecard)

Citizen –Centric:

1. Make government citizen centered (President's Management Agenda)

Accountability:

1. Hold Managers and human resources officers accountable for efficient and effective human resources management (Homeland Security)

Sources and Color Key:

OPM Human Capital Scorecard
President's Management Agenda

Homeland Security

DoED OneED Report

Executive Branch Management Scorecard